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GOVERNMENT OF PUNJAB

DEPARTMENT OF ANIMAL HUSBANDRY, FISHERIES AND DAIRY DEVELOPMENT
(Animal Husbandry-2 Branch)

NOTIFICATION

The 18th May, 2023

No. 04/10/2022-AH2(6)/2975.—In pursuance of the recommendations of the Government of Punjab, Department of Finance (Finance Personnel-1 Branch) issued vide no.: FD-FP-10PYSC/10/2023-2FP1/105 dated 22.03.2023 and FD-FP-10PYSC/15/2023-2FP1-557397/2023 dated 9th May, 2023 and decision of the Government of Punjab in the Cabinet Meeting held on 17.05.2023, issued by vide no. 01/115/2023-1Cabinet/2718-23 dated 18.05.2023, the Governor of Punjab is pleased to revise the pay scales of the Teachers and Equivalent Cadre of the Guru Angad Dev Veterinary and Animal Sciences University, Ludhiana with effect from 1st January 2016, in the light of the recommendations of the University Grants Commission of the Government of India, Ministry of Human Resource Development vide notification No. 1-7/2015-U.II(1) and No. 1-7/2015-U.II(2) dated 02.11.2017, as detailed below:

1. Revision of Pay Scales

- 1.1 The revised pay scales shall be exactly similar to the revised pay scales notified by the Indian Council of Agricultural Research (ICAR), Krishi Bhawan, New Delhi vide notification F.No. 1(4)/2017-Per.IV dated 27th March 2018 and MHRD vide notification No. 1-7/2015-U.II(1) and No. 1-7/2015-U.II(2) dated 02.11.2017.
- 1.2 For fixation of Pay of teachers/scientists in the Pay Matrix as on 1st January 2016, the existing Pay (Pay in Pay Band plus Academic Grade Pay (AGP)/ Research Grade Pay (RGP) in the pre-revised structure as on 31st December 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to teachers/scientist's Pay Band and Grade Pay in the new Pay Matrix (**Annexure I**). If a cell identical with the figure so arrived at is available in the

appropriate Academic/Research Level, that Cell shall be the revised Pay; otherwise, the next higher cell in that Academic/Research Level shall be the revised Pay of the teacher/scientist. If the figure arrived at in this manner is less than the first cell in that Academic/Research Level, then the Pay shall be fixed at the first cell of that Academic/ Research Level.

If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched and pay fixed in the subsequent cell in the pay matrix.

1.3 Revised pay of teachers and equivalent of Guru Angad Dev Veterinary and Animal Sciences University will be as under

Sr. No.	Category/ Designation	Existing Pay Scales w.e.f. 01.01.2006	Revised Pay Scales w.e.f. 01.01.2016
1	Assistant Professor/ Assistant Scientist and Equivalent	Rs.15600-39100 + Rs. 6000 RGP*	Level 10 (with rationalized entry pay of Rs.57,700/-)
2	Assistant Professor/ Assistant Scientist (Sr. scale) and Equivalent	Rs.15600-39100 + Rs.7000 RGP	Level 11 (with rationalized entry pay of Rs.68,900/-)
3	Assistant Professor/ Assistant Scientist (Selection Grade) and Equivalent	(i) Incumbents with less than 3 years of service in the scale of 12000-18300 on 01-01-2006 : 15600-39100+8000 RGP (ii) Incumbent with 3 years of service in the scale of 12000-18300 on 01-01-2006 : 37400-67000+9000 RGP On completion of 3 years of service in the grade pay of Assistant Prof/Assistant Scientist (Selection grade) to be placed in Pay Band 37400-67000+RGP 9000. Note-In view of the considerable raise in effective pay between the two pay bands there shall be no additional increment on movement from the pay band of 15600-39100 to the pay band of 37400-67000.	(i) Level 12 (with rationalized entry pay of Rs.79,800/-) (ii) Level 13A (with rationalized entry pay of Rs.1,31,400/-) On completion of 3 years of service in the Level 12 of Assistant Professor/ Assistant Scientist (Selection grade) to be placed in the level 13A.

4	Associate Professor/ Scientist and Equivalent	Rs.37400- 67000 + Rs.9000 RGP	Level 13A (with rationalized entry pay of Rs.1,31,400/-)
5	Professor/Senior Scientist and Equivalent	Rs.37400- 67000+Rs.10000 RGP	Level 14 (with rationalized entry pay of Rs.1,44,200/-)
6	Principal/ Dean/ Head of the college and equivalent	Rs.37400- 67000+Rs.10000 RGP	Level 14 (with rationalized entry pay of Rs.1,44,200/-)
7	Director (Research)/ Director (Extension)/ Dean PGS/ Director Student Welfare and equivalent	Rs.37400- 67000+Rs.10000 RGP	Level 14 (with rationalized entry pay of Rs.1,44,200/-)
8	Vice Chancellor	75000 fixed + 5000/- pm special allowance	Rs. 2,10,000/- Fixed* + Rs.5000/- special allowance per month *Figure obtained by using the IOR 2.81 on 75000/- and rounding off the figure to nearest five thousand)
9	Registrar/ Librarian/ Director of Physical Education/ Controller of Examination and Equivalent	Rs.37400- 67000+Rs.10000 RGP	Level 14 (with rationalized entry pay of Rs.1,44,200/-)
10	Deputy Registrar/ Deputy Librarian/ Deputy Director of Physical Education / Deputy Director (Research/ Extension/ Regional Station)/ Deputy Controller of Examination/ Assistant Registrar (Selection grade)/ Assistant Librarian (Selection grade)/ Assistant Director (Selection grade) and equivalent	(i) Incumbent with less than 3 years of service in the scale Rs.12000-18300 on 01.01.2006 - 15600-39100 + Rs. 8000 AGP** (ii) Incumbent with 3 years of service in the scale 12000-18300 on 01.01.2006- Rs.37400- 67000 + Rs. 9000 AGP On completion of 3 years of service in the scale of 12000-18300 to be placed in 37400- 67000+AGP 9000	(i) Level 12 (with rationalized entry pay of Rs.79,800/-) (ii) Level 13A (with rationalized entry pay of Rs.1,31,400/-) On completion of 3 years of service in the level 12 to be placed in level 13A
11	Assistant Registrar/ Assistant Librarian/ College Librarian/ Assistant Director of Physical Education/ College Director of Physical Education/ Assistant Controller of Exam. and Equivalent	Rs.15600-39100 + Rs.6000 AGP	Level 10 (with rationalized entry pay of Rs.57,700/-)

12	Assistant Registrar/ Assistant Librarian/ College Librarian/ Assistant Director of Physical Education/ College Director of Physical Education/ Assistant Controller of Examination (in Senior Scale) and Equivalent	Rs.15600-39100 + Rs.7000 AGP	Level 11 (with rationalized entry pay of Rs.68,900/-)
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*Research Grade Pay, **Academic Grade Pay

2. Date of Implementation

- (i) The date of implementation of the above-revised pay scales shall be 1st January 2016.
- (ii) The revised Pay shall be admissible w.e.f. 01.04.2023 (Pay of April, 2023 to be paid in May, 2023)

3. Incentive increment for higher qualification

The incentive structure is built-in in the pay structure itself, wherein those having M.Phil or Ph.D. degree will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining the degrees of M.Phil or Ph.D.

4. Increment

- 4.1 The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increment to each teacher/ scientist would move up in the same academic/ research level, with a teacher/scientist moving from the existing cell in the academic/research level to the immediate next cell in the same academic/ research level.
- 4.2 There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

5. Option-The teachers/scientists shall exercise option in the Form appended as **Annexure-II** within a period of two months from the date of notification of these rules. Once an option is exercised will be treated as final.

6. Fixation of Pay on Promotion

When a teacher/scientist gets a promotion, his/her new Pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, he would be given a notional increment in his existing Academic/ Research Level of Pay by moving him to the next higher cell at that level. The Pay shown in this cell would now be located in the new Academic/ Research level corresponding to the post to which he/she has been promoted. If a cell identical with that Pay is available in the new level, that cell shall be the new Pay; otherwise, the next higher cell in that level shall be the new Pay of the teacher/ scientist. If the Pay arrived at in this manner is less than the first cell in the new level, then the Pay shall be fixed at the first cell of that level.

7. Non-practicing Allowance

The teachers/ scientists of the Guru Angad Dev Veterinary and Animal Sciences University holding Veterinary qualifications (B.V.Sc./B.V.Sc& A.H./M.V.Sc) would continue to get Non Practicing Allowance (NPA) at the revised rates in accordance with the Govt. of India, Ministry of Finance, Department of Expenditure OM No. 12/2/2016 E-III(A) dated 07.07.2017 and Govt. of India, MoF, DoE ID No. 12-09/2021-E-III A dated 08.02.2023, endorsed by ICAR with F.No. FIN/22/01/2016-CDN (A&A) dated 9th February 2023.

8. Allowances

The allowances admissible to the Punjab Govt. Employees as applicable to the personnel covered under this notification will be payable at rates notified by Punjab Govt. from time to time and with effect from date as applicable to other Punjab Govt. employees.

9. Dearness Allowance

The Dearness Allowance on revised pay scales will be paid as per Department of Finance Letter no.: 03/01/2021-1FP1/1105 & 1119-1126 dated 7th Sept., 2021 and issued from time to time.

10. Age of Superannuation

The age of superannuation for the existing GADVASU teachers/ scientists is 60 years and the same will continue as per the approval of the Government of Punjab, Department of Finance (Finance Personnel-1 Branch), vide no: FD-FP-10PYSC/10/2023-2FP1/105 dated 22.03.2023.

11. Date of implementation of Revised Pay Scales and payment of arrears as per advice of Department of Finance issued vide U.O.No.:FD-FP-10PYSC/10/2023-2FP1/105 dated 22.03.2023

11.1 The revised Pay scales are applicable to the teachers/ scientists and equivalent cadres of the Guru Angad Dev Veterinary and Animal Sciences University.

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- 11.2 The revised Pay shall be admissible w.e.f. 01.04.2023 (Pay of April, 2023 to be paid in May, 2023)
 - 11.3 The decision regarding the payment of arrears from 01.01.2016 to 31.03.2023 shall be taken separately as and when allowed by the Government of Punjab.
 - 11.4 The unrevised allowances like House Rent Allowance, Fixed Medical Allowance, City Compensatory Allowance, Mobile Allowance etc. shall continue to be paid as being paid on unrevised pay scales. However, the Administrative Department will submit a complete proposal to the Finance Department for the approval of revised allowances, as per the approval of Government of Punjab, Department of Finance (Finance Personnel-1 Branch), vide no.: FD-FP-10PYSC/10/2023-2FP1/105 dated 22.03.2023.
- 12. Pension**-Revised pension to the person(s) retiring on or after 1st Jan, 2016 shall be admissible w.e.f. 1st April, 2023 (i.e., the pension of April, 2023 payable in May, 2023). The calculation of pension would be regulated in accordance with the Punjab Government Rules/instructions issued from time to time.
- 13. Undertaking**-An undertaking shall be taken from every beneficiary that any excess payment made on account of incorrect fixation of Pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary (**Annexure III**).
- 14. Interpretation**-If any question arises relating to the interpretation of any of the provisions of these rules, the Government in consultation with Department of Finance, shall decide the same.

(VIKAS PRATAP)

Principal Secretary to Government of Punjab
Department of Animal Husbandry, Fisheries & Diary
Development.

Chandigarh
The 18th May, 2023

Annexure-I

Pay Band (Rs)	15600-39100			37400-67000	
Grade Pay (Rs)	6,000	7,000	8,000	9,000	10,000
Index of Rationalization	2.67	2.67	2.67	2.67	2.72
Entry Pay (Rs)	21,600	25,790	29,900	49,200	53,000
Academic Level	10	11	12	13A	14
Rationalized Entry Pay (Rs) 1	57,700	68,900	79,800	1,31,400	1,44,200
2	59,400	71,000	82,200	1,35,300	1,48,500
3	61,200	73,100	84,700	1,39,400	1,53,000
4	63,000	75,300	87,200	1,43,600	1,57,600
5	64,900	77,600	89,800	1,47,900	1,62,300
6	66,800	79,900	92,500	1,52,300	1,67,200
7	68,800	82,300	95,300	1,56,900	1,72,200
8	70,900	84,800	98,200	1,61,600	1,77,400
9	73,000	87,300	1,01,100	1,66,400	1,82,700
10	75,200	89,900	1,04,100	1,71,400	1,88,200
11	77,500	92,600	1,07,200	1,76,500	1,93,800
12	79,800	95,400	1,10,400	1,81,800	1,99,600
13	82,200	98,300	1,13,700	1,87,300	2,05,600
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200
16	89,800	1,07,300	1,24,200	2,04,700	
17	92,500	1,10,500	1,27,900	2,10,800	
18	95,300	1,13,800	1,31,700	2,17,100	
19	98,200	1,17,200	1,35,700		
20	1,01,100	1,20,700	1,39,800		
21	1,04,100	1,24,300	1,44,000		
22	1,07,200	1,28,000	1,48,300		
23	1,10,400	1,31,800	1,52,700		
24	1,13,700	1,35,800	1,57,300		
25	1,17,100	1,39,900	1,62,000		
26	1,20,600	1,44,100	1,66,900		
27	1,24,200	1,48,400	1,71,900		
28	1,27,900	1,52,900	1,77,100		
29	1,31,700	1,57,500	1,82,400		
30	1,35,700	1,62,200	1,87,900		
31	1,39,800	1,67,100	1,93,500		
32	1,44,000	1,72,100	1,99,300		
33	1,48,300	1,77,300	2,05,300		
34	1,52,700	1,82,600	2,11,500		
35	1,57,300	1,88,100			
36	1,62,000	1,93,700			
37	1,66,900	1,99,500			
38	1,71,900	2,05,500			
39	1,77,100				
40	1,82,400				

Annexure II**FORM OF OPTION**

1. I, hereby opt for the revised pay structure with effect from 01.01.2016.

2. I, hereby opt the multiplying factor of
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Signature:

Name:

Designation

Office/Department Address

Father Name:

GPF/NPS No.:

Annexure III**UNDERTAKING**

I S/o hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised scales or grant of inappropriate pay band/grade pay or any excess payment detected in the light of the discrepancies noticed subsequently will be refunded by me to the institute either by adjustment against future payments due to me or otherwise.

Signature:

Name:

Designation

Office/Department Address

Father Name:

GPF/NPS No.: